
From Satisfaction To Experience

Agile for HR

What is the difference?



Satisfaction



Engagement



Experience

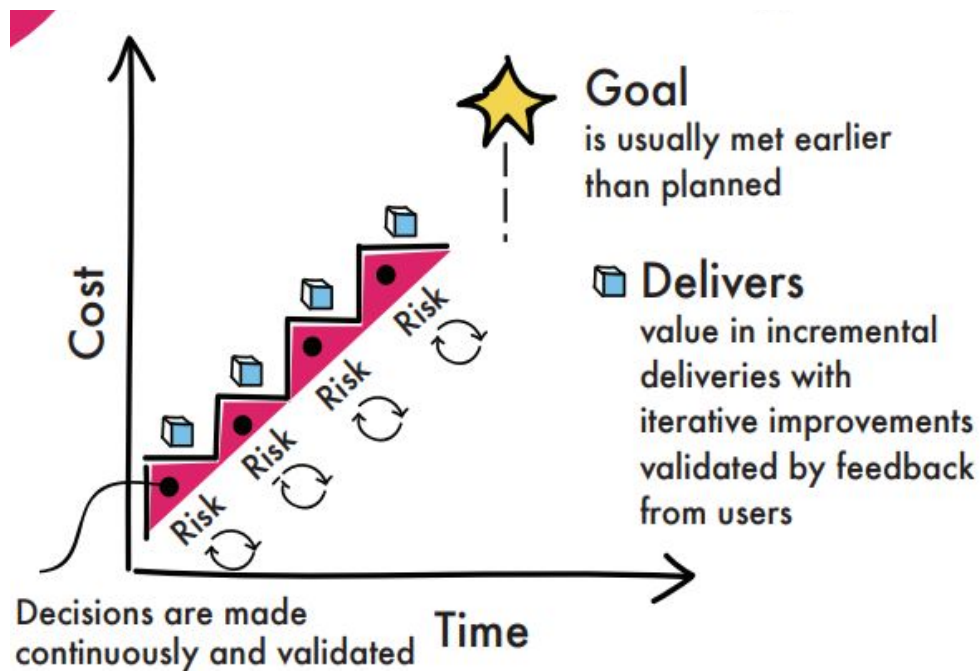
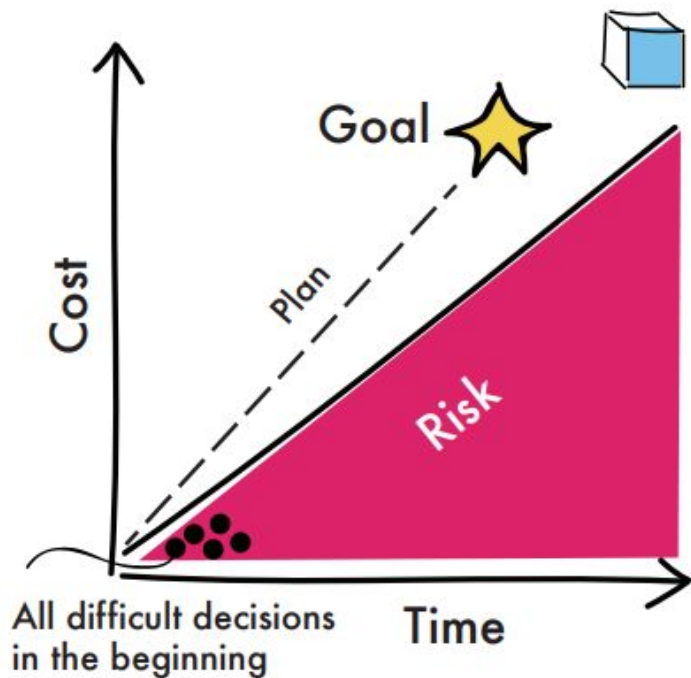
**Employee satisfaction is good
but is NOT HR Goal!**

Employee engagement is the
Emotional Commitment an employee
has to the organisation and its goals!

**Engagement is Prerequisite for
Employee Experience!**

Agile for HR

Agile is about the value you deliver to your customer



Example: A tech-base company wants to redesign Performance Management System

- Took the initial design as version 1.0 - this is the prototype
- Prototype goes to several feedback session with top management and changed to version 2.0
- Version 2.0 goes to online demo to collect employees feedback then version 3.0 is designed
- Version 3.0 become a pilot version for prototype
- The pilot is tested in 2 departments and the last version 4.0 is designed
- Version 4.0 is implemented and adopted

Thank You